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ABSTRACT

To update a 1974 report on the status of American Indian employment in the state of New Mexico, a 1977 study on the composition of the state's work force was undertaken, including descriptions of the overall distribution of state employment by job category, grade, and salary level. Despite progress, it was found that: (1) Indians still constituted only about 2% of the state's merit system work force; (2) Indian employees continued to be concentrated in a few agencies, with 60% working for the Employment Security Commission, Health and Social Services, and the Highway Department; (3) few Indians were employed even in areas where large proportions of Indians resided; (4) American Indians continued to be concentrated in low skill, low pay jobs with little upward mobility (almost 40% of all Indian employees were classified as paraprofessionals or in service/maintenance); (5) improvements notwithstanding, a disproportionate number of Indian employees remained concentrated in lower salary levels and in lowest grade levels (more than 72% of Indian employees were between grade levels 01 and 10 compared to almost 55% of entire work force, and only 9% were at or above level 15 compared to more than 20% of total employees). The report contains numerous statistical comparisons broken down by race/ethnicity and sex. (RS)

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Indian Employment in New Mexico State Government: 1977

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Staff Report

to the

New Mexico Advisory Committee

to the

United States Commission on Civil Rights

RC 010713

By

Ernest J. Gerlach, Research Analyst
Southwestern Regional Office
U.S. Commission on Civil Rights

October 1977

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I. Introduction

In 1972, the U.S. Commission on Civil Rights conducted in Albuquerque, New Mexico, the first in a series of major Commission hearings to examine the civil rights and related social and economic problems of American Indians. One of the major findings to emerge out of that hearing was that the State government in New Mexico employed only a very small number of American Indians in its work force.[1] Testimony received at that hearing indicated that State agencies employed only about 200 Indians, or less than 2 percent, out of a total employment of about 10,500.[2] It was further revealed that Indians were not only underrepresented in State government, they were also locked into jobs with very low wages and little upward mobility.[3]

In May 1974, the New Mexico Advisory Committee to the U.S. Commission on Civil Rights conducted a one and a half day open meeting at the State Personnel Office in Santa Fe. The purpose of that meeting was to measure the progress of State agencies in recruiting, hiring, and promoting Indians since the 1972 Commission hearings. Agencies which were represented at those hearings were recalled. Other important State agencies which were not represented at that time were invited to participate in the May 1974 open meeting. In all, more than 25 State officials were invited to express their views concerning Indian employment in New Mexico State government.

In August 1975, the Advisory Committee released a report titled Indian Employment In New Mexico State Government.[4] That report was based on material obtained from the 1974 open meeting and from extensive follow-up activities by the Advisory Committee and Commission staff. The report also contained a number of findings concerning the status of American Indians in State government. Among them were the following:

> ·Although some improvements have occurred since the 1972 hearings in Albuquerque, Indians still constitute only about 2 percent of the total work force employed by the State.[5]
>
> ·Not only do Indians constitute only a minor fraction of the State's work force, there also appears to be an excessively high concentration of Indians in certain agencies. In March 1974, for example, only 28 State agencies out of a total of 74 employed any Indians at all. Furthermore, more than 70 percent of all Indians employed by the State are concentrated in three major State agencies: the Employment Security Commission (32), the Department of Health and Social Services (61), and the State Highway Department (74).[6]
>
> ·A disproportionate number of American Indians presently employed by the State government are concentrated in lower paying positions and that Anglos and males tend to dominate the higher salaried positions.[7]
>
> ·Although conditions outlined in its report may be the result of inadequacies within the State's Merit System and not the result of State policy or conscious acts on the part of State officials, the task of providing equal employment opportunity for American Indians in New Mexico State government remains to be fulfilled.[8]

To determine what progress, if any, has been made since the release of its 1975 report, the Advisory Committee, in

early 1977, decided to undertake another study outlining the current status of Indian employment in New Mexico State government. This report is the result of that decision. Basically, it is an attempt to update the previous Committee report. To accomplish this, it sets out to examine in great detail the present composition of the State's work force. It also describes the overall distribution of State employment by job category, grade and salary level. The statistics used in this report have been supplied mainly by the New Mexico State Personnel Office. When necessary, these data were supplemented by employment statistics derived from the U.S. Equal Employment Opportunity Commission EEO-4 forms.

II. Indian Employment - An Assessment

A. Population Characteristics

The 1970 Census reported a population of 1,015,998 in New Mexico. Slightly more than 400,000, or approximately 40 percent of the population was identified as Mexican American, and about 19,500 or less than 2 percent of the State's population was classified as black.[9] A supplementary report based on the 1970 Census released in 1973 listed nearly 72,000 American Indians living in New Mexico, constituting about 7 percent of the State's population.[10]

In a special study dealing with population projections for New Mexico and the effects on labor market requirements resulting from distributional changes in the State's population, the Bureau of Business and Economic Research (BBER) of the

University of New Mexico estimated a total State population of 1,147,000 for 1975.[11] The BBER conservatively estimated a total Indian population of 82,100 for New Mexico as of 1975, representing 7.16 percent of the State's population.[12] However, because of the lack of reliable data on Indians, the actual totals are probably higher. Census undercounts, Indian migration to urban centers, and the ambiguous manner in which Indians are defined for statistical purposes, combine to yield population figures for this minority group which are not entirely dependable.

B. The Employment Picture: An Overview

As of March 1977, there were 13,029 full-time employees working in 71 State agencies covered by the Merit System. These agencies ranged in size from the State Highway Department with about 2,709 employees to the tiny New Mexico Board of Medical Examiners with only three employees. (See Appendix A) Within these two extremes there exists a wide range of departments, agencies, board, and commissions, each having their own specific functions, requirements and policies. Together they constitute the framework for State government in New Mexico.

Table 1 describes the composition of the State's Merit System work force by race, ethnicity and sex as of 1977. On the basis of the latest data available, a total of 7,933, or 61.16 percent of all employees, are members of minority groups,

Table 1
State Merit System Employees by Race/Ethnicity and Sex - New Mexico State Government: 1977

Employee Group	Total	Male	Female	Total %	Male %	Female %
Anglo	5038	2882	2156	38.84%	57.21%	42.74%
Hispanic	7492	4220	3272	57.76%	56.33%	43.67%
American Indian	285	164	121	2.20%	57.54%	42.46%
Black	136	53	83	1.05%	38.97%	61.03%
Asian American	20	10	10	0.15%	50.00%	50.00%
Total[1]	12,971	7329	5642	100.00%	56.50%	43.50%

Minority Employee Group	Total	Male	Female	Total %	Male %	Female %
Hisparic	7492	4220	3272	94.44%	56.33%	43.67%
American Indian	285	164	121	3.59%	57.54%	42.46%
Black	136	53	83	1.72%	38.97%	61.03%
Asian American	20	10	10	0.25%	50.00%	50.00%
Total	7933	4447	3486	100.00%	56.05¢	43.94%

SOURCE: State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1977.

1. Fifty-eight State employees were not identified as to race or ethnicity, hence they are not included in the total figure.

while 5,642, or 43.50 percent are women.[13] Of the 7,933 minority employees working full-time, 7,492, or about 94.4 percent of the minority work force was Hispanic, 1.7 percent are black, 0.3 percent are Asian American, and about 3.6 percent are American Indian. Overall, Hispanics constitute about 57.8 percent of the State's work force, blacks approximately 1.1 percent, and Asian Americans less than 1 percent. American Indians make up only 2.2 percent of the total work force.

C. The Employment of American Indians in State Government

Table 2 describes the distribution of State employment in New Mexico by race and ethnicity from 1971 to 1977. In general, Hispanics experienced the greatest gain in employment. In 1971, they comprised about 55.2 percent of the total work force. By 1977, they made up approximately 57.8 percent. (See Table 2)

The number of American Indians and blacks also increased, but at a much slower rate. For example, as of March 1977, only 136, or about 1.1 percent of the nearly 13,000 persons employed by the State were blacks. This represented an increase of only 49 black State employees over a six-year period. (See Table 2)

Table 2

Minority Group Employment by Race and Ethnicity
New Mexico State Government: 1971-1977

	1 1971	2 1974	3 1976	4 1977
Anglo	4,412	4,750	5,027	5,038
Hispanic	5,824	6,661	7,404	7,492
American Indian	198	237	257	285
Black	87	103	126	136
Asian American	31	16	23	20
Total	10,552	11,767	12,837	12,971[5]

Minority Group Employment as a Percent of Total
State Employment by Race and Ethnicity:
New Mexico State Government: 1971-1977

	1971	1974	1976	1977
Anglo	41.81%	40.37%	39.16%	38.84%
Hispanic	55.19%	56.61%	57.68%	57.76%
American Indian	1.88%	2.00%	2.00%	2.20%
Black	0.83%	0.88%	0.98%	1.05%
Asian American	0.29%	0.14%	0.18%	0.15%
Total	100.00%	100.00%	100.00%	100.00%

1. New Mexico State Personnel Board, Minority Groups in State Government: A Report to the Governor (1972), Table 7, p. 17.
2. State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1974.
3. State Personnel Office, Minority Groups Report, Computer Printout, dated June 1976.
4. State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1977.
5. Fifty-eight State employees were not identified as to race or ethnicity.

For American Indians, the same situation holds. According to the latest population estimates, American Indians make up slightly more than 7 percent of the population in New Mexico.[14] Yet, as of March 1977, only 285, or about 2.2 percent of the total work force was composed of Indians. (See Table 1) This figure represents an increase of 87 Indian employees over the last six years. However, during this same time period, there was an overall increase in State employment of about 2,500 employees (See Table 2) Given the large increase in the number of new jobs created since 1971, and the correspondingly small increase in the number of Indians employed by the State, the disparities are actually greater in 1977 than they were in 1974 or 1971.

Not only do American Indians constitute a very small portion of the State's work force, there is also an excessively high concentration of Indians in a limited number of agencies. In its 1975 report, the Advisory Committee indicated that only 28 out of 74 State agencies employed any Indians.[15] The Committee further reported that more than 70 percent of all Indians working in State government were employed in three State agencies: the Employment Security Commission (32), the Department of Health and Social Services (61), and the State Highway Department (74).[16] As of 1977, only 32 out of 79 agencies employed

any Indians. Nearly 59 percent (58.6%) were employed in the three agencies listed previously. (See Appendix A)

Table 3 indicates those agencies which showed an increase in the number of Indians employed from 1974 to 1977. Overall, 18 State agencies employed more Indians in 1977 than they did in 1974. The greatest increases occurred in the Department of Health and Social Services, and the State Department of Education. These agencies added 16 and 10 American Indians to their work forces, respectively. However, if we look at the table closer, we see that these two agencies had an overall increase of 357 and 141 employees,respectively, during the same time period. Also, while the Department of Hospitals and Institutions increased its work force by 240, only two of these were listed as Indians. Together, these 18 agencies showed an increase of 889 employees from 1974 to 1977, of which only 64, or approximately 7.2 percent, were identified as American Indians. (See Table 3)

Table 4 shows those agencies which had a decrease in the number of American Indian employees over the three-year period. All together, seven agencies experienced a loss in their Indian employment. Yet, at the same time, both the Department of Finance and Administration and the Employment Security Commission added 80 and 43 new employees, respectively. Despite these increases in personnel, each showed a decline in their Indian employment.

Table 3

State Merit System Agencies Which Had An Increase In American Indian Employment

1974[1] and 1977[2]

AGENCY	TOTAL EMPLOYMENT 1974	1977		INDIAN EMPLOYMENT 1974	1977	
1. Attorney General	31	71	+ 40	0	2	+ 2
2. Bureau of Revenue	321	355	+ 34	5	8	+ 3
3. Motor Trans. Dept.	200	211	+ 11	3	4	+ 1
4. Motor Vehicle Dept.	316	321	+ 5	4	13	+ 9
5. State Personnel Bd.	77	75	- 2	1	2	+ 1
6. N.M. Bd. of Medical Exam.	2	3	+ 1	0	1	+ 1
7. Inter-Tribal Indian Service	4	4	=	1	2	+ 1
8. Park & Recreation Comm.	100	130	+ 30	1	3	+ 2
9. Engineer & Interstate Stream	115	124	+ 9	0	3	+ 3
10. State Fair Comm.	34	43	+ 9	0	1	+ 1
11. Comm. on Indian Affairs	6	6	=	1	4	+ 3
12. Health & Social Services	2045	2402	+357	61	77	+16
13. Comm. on Aging	13	20	+ 7	0	1	+ 1
14. Dept. Hos. & Institutions	1799	2039	+240	11	13	+ 2
15. Veteran Service Comm.	21	23	+ 2	0	1	+ 1
16. Vocational Rehab.	314	455	+141	2	8	+ 6
17. Education Dept.	214	213	- 1	0	10	+10
18. Radio Communication	30	33	+ 3	0	1	+ 1

Source: [1]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1974.

[2]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1977.

Table 4

State Merit System Agencies Which Had A Decrease In American Indian Employment

1974[1] and 1977[2]

AGENCY	TOTAL EMPLOYMENT 1974	1977		INDIAN EMPLOYMENT 1974	1977	
1. Dept. of Fin. and Admin.	250	336	+ 80	3	1	- 2
2. Employment Sec. Comm.	706	749	+ 43	32	25	- 7
3. Public Employees Retire.	28	40	+ 12	1	0	- 1
4. State Planning Office	69	54	- 15	4	2	- 2
5. Property Appraisal Dept.	46	53	+ 7	1	0	- 1
6. Oil Conservation Comm.	47	49	+ 2	1	0	- 1
7. State Highway Dept.	3033	2709	-324	74	65	- 9

[1]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1974.

[2]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1977.

Table 5 indicates those State agencies which maintained their level of Indian employment over the study period. It should be noted, however, that while the Department of Corrections added 138 new employees to its work force, it was not able to increase the number of Indian employees on its staff over the three-year period.

Table 6 shows those agencies which did not employ any American Indians in 1974 or 1977. As this table clearly points out, there were 35 State agencies having a total employment of 934 in 1977 which did not employ any Indians on their staffs. Yet, these same agencies had an overall increase of 108 new employees from 1974 to 1977.

D. A Survey of Eight Selected State Agencies

To assess Indian employment in New Mexico State government, a special survey of eight major State agencies was conducted by Commission staff in 1974. Included in the survey were the State Personnel Office, the Department of Health and Social Services, the Employment Security Commission, the New Mexico State Highway Department, the State Department of Motor Vehicles, the State Game and Fish Department, the New Mexico Park and Recreation Commission, and the New Mexico Department of Education.[17]

In March 1974, these agencies had more than half of all the State employees and approximately 70 percent of all the Indian employees. In 1977, these same agencies employed 52.4

Table 5

State Merit System Agencies Which Maintained Their American Indian Employment

1974[1] and 1977[2]

AGENCY	TOTAL EMPLOYMENT 1974	TOTAL EMPLOYMENT 1977	INDIAN EMPLOYMENT 1974	INDIAN EMPLOYMENT 1977
1. Dept. of Fin. & Admin.	24	26 + 2	1	1
2. Dept. of Corrections	530	658 +138	6	6
3. Arts Comm.	6	7 + 1	1	1

[1]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, Dated Mar. 1974.

[2]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, Dated Mar. 1977.

Table 6

State Merit System Agencies Which Employed No American Indians

1974[1] and 1977[2]

AGENCY	TOTAL EMPLOYMENT 1974	TOTAL EMPLOYMENT 1977	INDIAN EMPLOYMENT 1974	INDIAN EMPLOYMENT 1977
1. State Auditor	29	31 + 2	0	0
2. State Investment Council	6	5 - 1	0	0
3. Educational Retirement Bd.	17	18 + 1	0	0
4. Oil & Gas Account Comm.	21	20 - 1	0	0
5. PERA	4	5 + 1	0	0
6. Public Records	17	28 +11	0	0
7. State Purchasing Agent	17	18 + 1	0	0
8. State Treasurer	14	16 + 2	0	0
9. Aviation Bd.	5	6 + 1	0	0
10. State Bank Bd.	18	21 + 3	0	0
11. Construction Indust. Comm.	66	66 =	0	0
12. State Corporation Comm.	61	52 - 9	0	0
13. Bd. of Cosmetology	4	5 + 1	0	0
14. Dry Cleaning Bd.	2	2 =	0	0
15. Alcoholic Bev. Control	18	20 + 2	0	0
16. Human Rights Comm.	5	10 + 5	0	0
17. Labor & Industrial Comm.	21	23 + 2	0	0
18. Liq. Petro. Comm.	8	8 =	0	0
19. Bd. of Nursing	5	6 + 1	0	0
20. Bd. of Pharmacy	7	9 + 2	0	0
21. Prof. Engin. & Land Sur.	3	4 + 1	0	0
22. Public Service Comm.	16	24 + 6	0	0
23. Racing Comm.	5	5 =	0	0
24. Real Estate Comm.	7	8 + 1	0	0
25. Inspector of Mines	12	15 + 3	0	0
26. Livestock Bd.	97	101 + 4	0	0
27. State Forestry	34	38 + 4	0	0
28. State Land Office	110	104 - 6	0	0
29. Natural Resource Conser.	4	5 + 1	0	0
30. Carrie Tingley Hosp.	141	141 =	0	0
31. Gov. Comm. on Children & Youth	7	20 +13	0	0
32. Law Enforcement Acad.	12	14 + 2	0	0
33. Old Lincoln Coun. Mem.	14	12 - 2	0	0
34. Bd. of Edu. Fin.	8	11 + 3	0	0
35. Public Defender Dept.	28	63 +35	0	0

[1]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1974.

[2]New Mexico State Personnel Office, Minority Groups Report, Computer Printout, dated Mar. 1977.

percent of the total State employment. They also employed about 70.2 percent of all American Indians working in State government. Tables 7 and 8 describe the employment of these agencies by race, ethnicity and sex for the years 1974, 1976, and 1977.

In 1974, these eight agencies employed a total of 6,691 persons. Of this number, 3,554 or about 53.1 percent were Hispanics; Anglos constituted about 42 percent of the employment, while, blacks and Asian Americans made up less than 2 percent. Indians, on the other hand, comprised about 2.6 percent of the total work force. In its 1975 report, the Advisory Committee noted that there had been little or no change in total Indian employment in these particular agencies since 1971.[18] While total employment, for example, had increased by 487 in these agencies from 1971 to 1974, the number of Indians had increased by only 9.[19]

In 1977, these agencies employed a total of 6,797 persons (See Table 7) This amounted to an overall increase of 106 employee since 1974. Of this total, 3,718, or approximately 54.7 percent were Hispanics, and 2,783, or 40.9 percent were Anglos. Blacks and Asian Americans composed about 1.4 percent of the work force. The number of American Indians employed by these agencies increased slightly to 200, or about 2.9 percent of the total work force in these agencies. Six of the eight agencies increased the number of Indians in their work force over their 1974 total

TABLE 7

DISTRIBUTION OF EMPLOYEES IN EIGHT SELECTED STATE AGENCIES
BY RACE, ETHNICITY, AND SEX: 1974/1976/1977

AGENCY	ANGLO	HISPANIC	BLACK	ASIAN AMERICAN	AMERICAN INDIAN	TOTAL	MALE	FEMALE	
State Personnel Office									
1974	22	50	1	0	1	74	24	50	
1976	21	50	2	0	2	75	25	50	
1977	22	50	1	0	2	75	25	50	
Dept. of Health and Social Services									
1974	1042	863	40	4	61	2010	642	1368	
1976	1146	1056	45	7	78	2332	757	1575	
1977	1162	1095	47	6	77	2387	764	1623	(15 unspecified)
Employment Security Commission									
1974	291	365	14	1	32	703	364	339	
1976	324	509	15	1	30	879	438	441	
1977	262	450	12	0	25	749	371	378	
State Highway Department									
1974	1142	1794	15	2	74	3027	2765	262	
1976	1118	1834	18	5	74	3049	2724	325	
1977	990	1631	17	4	65	2707	2423	284	(2 unspecified)
Department of Motor Vehicles									
1974	48	259	4	0	4	315	88	227	
1976	53	239	6	0	4	302	94	208	
1977	59	241	6	0	13	319	104	215	(2 unspecified)
Game and Fish Department									
1974	131	59	0	0	2	192	156	36	
1976	153	66	0	0	3	222	181	41	
1977	141	71	1	0	5	218	176	42	
Park and Recreation Commission									
1974	43	55	1	0	1	100	86	14	
1976	51	108	0	0	3	162	147	15	
1977	49	76	1	0	3	129	108	21	(1 unspecified)
Department of Education									
1974	94	109	0	0	0	203	85	118	
1976	104	111	1	0	12	228	94	134	
1977	98	104	1	0	10	213	90	123	

Source: [1] New Mexico State Advisory Committee, Indian Employment in New Mexico State Government, Aug. 1975, Table 11, p. 32.
[2] New Mexico State Personnel Office, Computer Printout Minority Groups Report, June 1976.
[3] New Mexico State Personnel Office, Computer Printout - Minority Groups Report, March 1977.

TABLE 8

PRESENT DISTRIBUTION OF EMPLOYEES IN EIGHT SELECTED STATE AGENCIES
BY RACE, ETHNICITY, AND SEX: 1974/1976/1977

AGENCY	ANGLO	HISPANIC	BLACK	ASIAN AMERICAN	AMERICAN INDIAN	TOTAL	MALE	FEMALE
State Personnel Office								
1974	29.73%	67.57%	1.35%	0.00%	1.35%	100.00%	32.43%	67.57%
1976	28.00%	66.67%	2.67%	0.00%	2.67%	100.00%	33.33%	66.67%
1977	29.33%	66.67%	1.33%	0.00%	2.67%	100.00%	33.33%	66.67%
Dept. of Health and Social Sources								
1974	51.84%	42.94%	1.99%	0.20%	3.03%	100.00%	31.94%	68.06%
1976	49.14%	45.28%	1.93%	0.30%	3.35%	100.00%	32.46%	67.54%
1977	48.68%	45.87%	1.97%	0.25%	3.23%	100.00%	32.01%	67.99%
Employment Security Commission								
1974	41.39%	51.93%	1.99%	0.14%	4.55%	100.00%	51.78%	48.22%
1976	36.86%	57.91%	1.71%	0.11%	3.41%	100.00%	49.83%	50.17%
1977	34.98%	60.08%	1.60%	0.00%	3.34%	100.00%	49.53%	50.47%
State Highway Department								
1974	37.73%	59.26%	0.50%	0.07%	2.44%	100.00%	91.34%	8.66%
1976	36.67%	60.15%	0.59%	0.16%	2.43%	100.00%	89.34%	10.66%
1977	36.57%	60.25%	0.63%	0.15%	2.40%	100.00%	89.51%	10.49%
Department of Motor Vehicles								
1974	15.24%	82.22%	1.27%	0.00%	1.27%	100.00%	27.94%	72.06%
1976	17.55%	79.14%	1.99%	0.00%	1.32%	100.00%	31.13%	68.87%
1977	18.49%	75.55%	1.88%	0.00%	4.08%	100.00%	32.60%	67.40%
Game and Fish Department								
1974	68.23%	30.73%	0.00%	0.00%	1.04%	100.00%	81.25%	18.75%
1976	68.92%	29.73%	0.00%	0.00%	1.35%	100.00%	81.53%	18.47%
1977	64.68%	32.57%	0.46%	0.00%	2.29%	100.00%	80.73%	19.27%
Park and Recreation Commission								
1974	43.00%	55.00%	1.00%	0.00%	1.00%	100.00%	86.00%	14.00%
1976	31.48%	66.67%	0.00%	0.00%	1.85%	100.00%	90.74%	9.26%
1977	37.98%	58.91%	0.78%	0.00%	2.33%	100.00%	83.72%	16.28%
Department of Education								
1974	46.31%	53.69%	0.00%	0.00%	0.00%	100.00%	41.87%	58.13%
1976	45.62%	48.68%	0.44%	0.00%	5.26%	100.00%	41.23%	58.77%
1977	46.01%	48.83%	0.47%	0.00%	4.69%	100.00%	42.25%	57.75%

Source: [1]New Mexico State Advisory Committee, Indian Employment in New Mexico State Government, Aug, 1975, Table 11, p. 32

[2]New Mexico State Personnel Office, Computer Printout-Minority Groups Report, June 1976.

[3]New Mexico State Personnel Office, Computer Printout - Minority Groups Report, March 1977.

with the largest increases occurring in the Department of Health and Social Services (16), the Department of Motor Vehicles (9), and the Department of Education (10). (See Table 7)

E. Geographic Distribution of State Employees

In its previous report, the Advisory Committee pointed out that one factor which tends to limit Indian employment in New Mexico State government is the location of State jobs relative to the Indian population.[20] For example, in 1974, more than 60 percent of all State jobs in New Mexico were concentrated in three counties: Bernalillo (1,896), San Miguel (1,173), and Santa Fe (4,390).[21] On the other hand, nearly 80 percent (79.5%) of the Indian population in the State is located in four counties: McKinley (25,905), Sandoval (6,495), San Juan (18,438), and Valencia (6,080).[22] In 1974, these four counties had a total of 945 State jobs, yet only 103, or about 10.9 percent were held by Indians. According to the 1970 Census, over 37 percent of the Indian population in New Mexico were concentrated in these counties.[23]

The Advisory Committee also noted that less than 3 percent of all State jobs were located in two counties, McKinley and San Juan, but they contained more than 60 percent of the Indian population in the State.[24] In March 1974, the State employed a total of 293 persons in these two counties. Of this total, only 87, or approximately 30 percent of these jobs, were

occupied by Indians.[25] Three years later, there were 285 State employees in these counties, of which only 84 were classified as Indians.[26]

Table 9 describes the racial/ethnic distribution of State employees by county as of March 1977. As in 1974, most of the jobs are concentrated in three counties: Bernalillo (1,929), San Miguel (1,252), and Santa Fe (5,303). In fact, nearly 70 percent of all State employees are located in these counties. On the other hand, a total of 1,061 State employees are located in those counties having a significant Indian population: McKinley (120), Sandoval (72). San Juan (165), and Valencia (704). Of this number, 110, or approximately 10.4 percent were identified as American Indians. This percentage represented a slight decrease over the 1974 figure of 10.9 percent.

Even if we take into consideration this geographic location of the Indian people in New Mexico, we cannot escape the fact that even in those areas where large Indian populations reside, very few are actually employed in State government.

Table 9

Racial/Ethnic Distribution of State Employees
by County: New Mexico, 1977

County	Anglo	Mexican American	Indian	Black	Asian American	Un-specified	Total
Bernalillo	893	949	35	41	2	9	1929
Catron	15	26	0	0	0	0	41
Chaves	365	133	4	13	1	1	517
Colfax	113	160	0	1	0	0	274
Curry	0	8	0	0	0	0	8
DeBaca	10	13	0	0	0	0	23
Dona Ana	93	145	0	4	0	0	242
Eddy	101	33	0	6	0	1	141
Grant	34	32	7	0	0	0	73
Guadalupe	4	42	0	0	0	0	46
Harding	4	9	0	0	0	0	13
Hidalgo	24	16	0	1	0	1	42
Lea	87	14	0	10	0	0	111
Lincoln	29	29	0	0	0	0	58
Los Alamos	0	4	0	0	0	0	4
Luna	123	98	0	3	0	0	224
McKinley	35	34	48	2	0	1	120
Mora	2	28	0	0	0	0	30
Otero	131	44	2	7	1	0	185
Quay	48	41	3	1	0	2	95
Rio Arriba	12	131	5	0	0	0	148
Roosevelt	30	9	0	0	0	0	39
Sandoval	21	42	9	0	0	0	72
San Juan	81	47	36	1	0	0	165
San Miguel	161	1080	2	4	1	4	1252
Santa Fe	1980	3164	88	31	10	30	5303
Sierra	8	10	0	0	0	0	18
Socorro	17	25	0	0	0	0	42
Taos	16	110	6	1	0	0	133
Torrance	12	28	0	0	0	0	40
Union	17	24	0	0	0	0	41
Valencia	216	460	17	3	4	4	704
Total	4682	6988	262	129	19	53	12,133

SOURCE: New Mexico State Personnel Office, Minority Group; State Totals Part 1, Computer Printout, Mar. 18, 1977.

F. Occupational Distribution of Indian Employees

Table 10 describes the general distribution of Merit System employees by job category[27] race, ethnicity, and sex as of 1976. As this table shows, approximately 6.1 percent of the entire Merit System work force were classified as either officials or administrators. Anglo employees were significantly above the Statewide proportion. Minorities, on the other hand were underrepresented in this category. Less than 5 percent of all minority employees in the Merit System were listed as being in this job category. American Indians comprised the smallest proportion (2.7%) of any population group in this classification.

In the professional category, Indians were also underrepresented. Overall, 795 or 21 percent of all State employees were classified as professionals. However, only 7 or 18 percent (17.9%) of the Indian work force was classified as such. In contrast, over one-third of all Anglos were listed as professionals.

A similar disparity also existed in the technician job area. In 1976, 22, or 8.4 percent of all Indian employees in State government were classified as technicians. In comparison ,499, or 11.4 percent of the total work force, 766, or 9.6 percent of all minority employees, and 733, or 14.2 percent of all Anglo employees were listed as technicians.

Broadly speaking, Indian State employees exceeded or closely matched the State work force proportion in only three

Table 10

Occupational Distribution of Full-time Employees
By Job Category, Race, Ethnic Group and Sex - 1976
New Mexico State Government
Vertical Distribution

Job Category	Total	Anglo	Black	Hispanic	Asian American	American Indian	Unspecified	Total Min.	Male	Female
Officials/Admin.	795	421	4	362	1	7	0	374	630	165
Professionals	2756	1722	32	946	9	47	0	1034	1715	1041
Technicians	1499	733	7	734	3	22	0	766	1186	313
Protective Serv.	414	181	5	222	1	5	0	233	384	30
Para-Professional	1048	361	36	597	0	54	0	687	437	611
Office/Clerical	2925	858	15	1993	5	54	0	2067	459	2466
Skilled Craft.	981	308	7	643	0	23	0	673	942	39
Service/Maint.	2681	565	21	2041	4	50	0	2116	1806	875
Total	13,099	5149	127	7538	23	262	0	7950	7559	5540

Percentage Distribution

Job Category	Total	Anglo	Black	Hispanic	Asian American	American Indian	Unspecified	Total Min.	Male	Female
Officials/Admin.	6.07	8.18	3.15	4.80	4.35	2.67	0.0	4.70	8.33	2.98
Professionals	21.04	33.44	25.20	12.55	39.13	17.94	0.0	13.01	22.69	18.79
Technicians	11.44	14.24	5.51	9.74	13.04	8.40	0.0	9.64	15.69	5.65
Protective Service	3.16	3.52	3.94	2.95	4.35	1.90	0.0	2.93	5.08	0.54
Para-Professional	8.00	7.01	28.34	7.92	0.00	20.61	0.0	8.64	5.78	11.03
Office/Clerical	22.33	16.66	11.81	26.44	21.74	20.61	0.0	26.00	6.07	44.52
Skilled Craft.	7.49	5.98	5.51	8.53	0.00	8.79	0.0	8.47	12.47	0.70
Service/Maint.	20.47	10.97	16.54	27.07	17.39	19.08	0.0	26.61	23.89	15.79
Total	100.00	100.00	100.00	100.00	100.00	100.00	0.0	100.00	100.00	100.00

SOURCE: State Personnel Office, Equal Employment Opportunity Report, New Mexico State Government, Computer Printout, Nov. 1976.

job categories: para-professional, skilled craft, and service maintenance. These jobs are usually supportive and require less formal training and experience than professional or technical-related jobs. Approximately 21 percent (20.6%), or about one-fifth of the entire Indian work force was classified as para-professional. In contrast, only 8 percent of the entire State work force, and approximately 8.6 percent of the total minority work force was classified as such.

Table 11 describes the horizontal distribution of Merit System employees by race, ethnicity, sex and job category for the same year. This table shows the number of employees and their proportion within each job area. In 1976, for example, Anglos occupied 53 percent (52.9%) of all the official and administrative jobs in New Mexico State government. However, when compared to their overall proportion in the State's work force (39.3%), the proportion of Anglos in this classification exceeded their total by a significant margin. In contrast, although Indians made up about 2.0 percent of the work force, they held less than 1 percent (0.9%) of all the jobs in this classification.

We see similar disparities in other job areas. For instance, Anglos exceeded their overall representation in four of the major job areas: officials and administrative, professional, technician, and protective service. Minorities, on the other hand, exceeded or matched their proportion in the following job categories: para-professional, office/clerical, skilled craft, and service maintenance. More specifically, Indians

Table 11

Occupational Distribution of Full-time Employees
By Job Category, Race, Ethnic Group and Sex - 1976
New Mexico State Government
Horizontal Distribution

Job Category	Total	Anglo	Black	Hispanic	Asian American	American Indian	Unspecified	Total Min.	Male	Female
Officials/Admin.	795	421	4	362	1	7	0	374	630	165
Professionals	2756	1722	32	946	9	47	0	1034	1715	1041
Technicians	1499	733	7	734	3	22	0	766	1186	313
Protective Serv.	414	181	5	222	1	5	0	233	384	30
Para-Professional	1048	361	36	597	0	54	0	687	437	611
Office/Clerical	2925	858	15	1993	5	54	0	2067	459	2466
Skilled Craft.	981	308	7	643	0	23	0	673	942	39
Service/Maint.	2681	565	21	2041	4	50	0	2116	1806	875
Total	13,099	5149	127	7538	23	262	0	7950	7559	5540

Percentage Distribution

Job Category	Total	Anglo	Black	Hispanic	Asian American	American Indian	Unspecified	Total Min.	Male	Female
Officials/Admin.	100.00	52.96	0.50	45.53	0.13	0.88	0.0	47.04	79.25	20.75
Professionals	100.00	62.47	1.16	34.33	0.33	1.71	0.0	37.32	62.23	37.77
Technicians	100.00	48.90	0.47	48.96	0.20	1.47	0.0	51.10	79.12	20.88
Protective Service	100.00	42.72	1.21	53.62	0.24	1.21	0.0	56.28	92.75	7.25
Para-Professional	100.00	34.45	3.44	56.96	0.00	5.15	0.0	65.55	41.70	58.30
Office/Clerical	100.00	29.33	0.51	68.14	0.17	1.85	0.0	70.67	15.69	84.31
Skilled Craft.	100.00	31.40	0.71	65.55	0.00	2.34	0.0	68.60	96.02	3.98
Service/Maint.	100.00	21.07	0.78	76.14	0.15	1.86	0.0	78.93	67.36	32.64
Total	//////////	39.31	0.97	57.54	0.18	2.00	0.0	60.67	57.71	42.24

SOURCE: State Personnel Office, Equal Employment Opportunity Report, New Mexico State Government, Computer Printout, Nov. 1976.

were able to exceed their representation in only two job areas: Para-professional, and skilled craft. (See Table 11)

Tables 10 and 11 indicate that minorities in general, and Indians, in particular, tend to be concentrated in job areas with low-skill requirements, low pay, and little upward mobility. Most of the jobs that Indian employees hold are in the para-professional, and service-maintenance area. In fact, almost 40 percent of all Indian employees are in these two job classifications. (See Table 10) As noted earlier, these jobs usually require less formal training, and are, for the most part, supportive in character.

G. Salary Distribution of Indian Employees

In its 1975 report the Advisory Committee pointed out that more than 50 percent of all Indian State employees earned less than $500 a month in 1974. In contrast, only about 25 percent of all Anglos employed in State government made less than this amount.[26] Moving up the wage scale, the Advisory Committee found a number of interesting patterns. For example, in the $500-699 salary range, which includes most of the beginning level professional positions, the Advisory Committee found that the distribution of Indian employees compared more favorably with the distribution for all State employees. At the higher salary levels, however, the Advisory Committee reported that Indians were severely underrepresented. For example, only about 10 percent of all Indian employees earned more than $700 a month. In contrast, more than 40 percent of the Anglo work force made in excess of that salary[29]

Table 12 describes the salary distribution of State employees by race, ethnicity and sex as of March 1977. As this table points out, approximately 13 percent of the State's work force and about 8 percent of all Anglo employees make less than $500 a month. In comparison, 20 percent of all Indian employees are in this category. However, when we compare this proportion with the 1974 figure of 50 percent, we see that there has been a significant decline in the number of Indian employees in the lowest salary categories.

At the next level, approximately 33.5 percent of all State employees are in the $500 to $699 monthly salary range. Slightly over 23 percent of all Anglo employees are in this range. In comparison, 40 percent of all Indian employees are located at this level. As in 1974, the distribution of Indian employees in this range compares favorably with the distribution for all groups. At the $700 to $799 level, Indian employees exceed the overall State proportion with nearly 16 percent of all Indian workers being at this level. This proportion is slightly higher than the Statewide distribution of 14 percent.

As we move up the wage scale, Anglos begin to dominate. For example, nearly 17 percent (16.7%) of all Anglos are in the $800 to $999 salary range. Only about 12 percent (11.9%) of all Indian employees are in this range. In contrast, approximately 14 percent (14.4%) of all State employees are making between $800 and $999 a month.

Table 12

Salary Distribution of State Employees by Race/Ethnicity and Sex: New Mexico State Government: 1977
Vertical Distribution

Monthly Salary	All Group	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Male	Female
Hr. Emp.	251	104	119	16	5	0	7	129	115
Under $450	504	113	355	13	9	1	12	185	307
$450-499	935	200	680	28	18	1	7	370	558
$500-599	2393	586	1707	66	26	2	5	1042	1346
$600-699	1973	601	1302	48	15	1	4	1010	959
$700-799	1789	631	1072	45	34	2	5	930	854
$800-899	910	393	500	11	3	0	2	525	383
$900-999	959	449	479	23	5	1	2	570	387
Over $999	3310	1960	1277	35	21	12	5	2567	738
Total	13,024	5037	7491	285	136	20	49	7328	5647

Salary Distribution of State Employees by Race/Ethnicity and Sex: New Mexico State Government (Percentage Distribution) 1977

Monthly Salary	All Group	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Male	Female
Hr. Emp.	1.93	2.06	1.59	5.61	3.67	0.00	14.29	1.76	2.04
Under $450	3.87	2.24	4.74	4.56	6.62	5.00	24.49	2.52	5.44
450-499	7.18	3.97	9.08	9.83	13.24	5.00	14.29	5.05	9.88
$500-599	18.37	11.63	22.79	23.16	19.12	10.00	10.20	14.22	23.84
$600-699	15.15	11.93	17.38	16.84	11.03	5.00	8.17	13.78	16.98
$700-799	13.74	12.53	14.31	15.79	25.00	10.00	10.20	12.69	15.12
$800-899	6.99	7.81	6.67	3.86	2.20	0.00	4.08	7.16	6.78
$900-999	7.36	8.91	6.39	8.07	3.68	5.00	4.08	7.79	6.85
Over $999	25.41	38.91	17.05	12.28	15.44	60.00	10.20	35.03	13.07
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

SOURCE: State of New Mexico, State Personnel Office, Minority Groups Report, Computer Printout, Mar. 18, 1977.

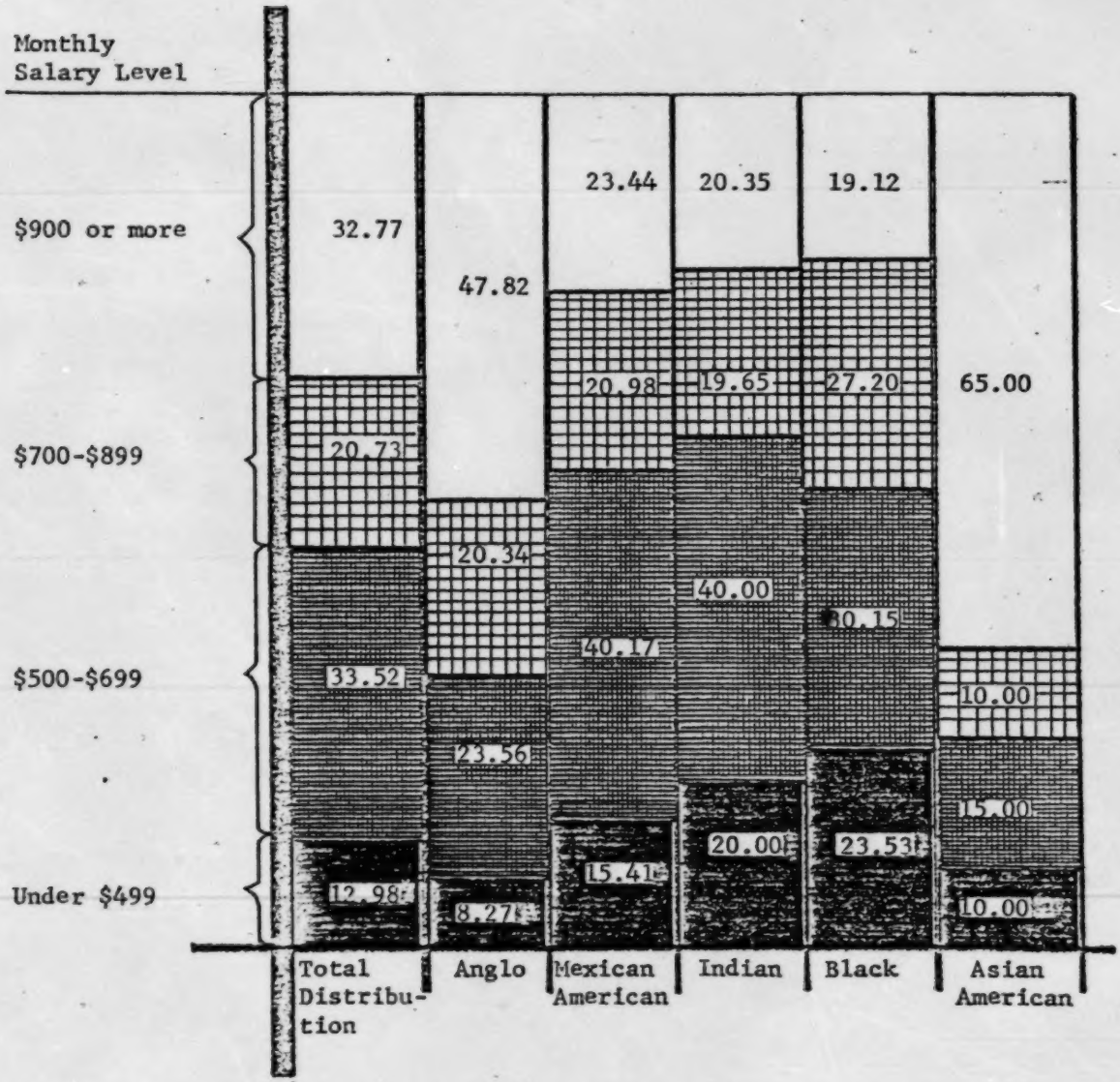
At the highest salary level, nearly 40 percent of all Anglo employees are making in excess of $999 a month. This compares with about 25 percent for the entire Merit System work force. In contrast, only 12 percent of all Indian employees make more than $999 a month.

Figure 1 graphically illustrates the salary distribution of State employees by race and ethnicity in four broad salary levels. The value of this graph is that the salary relationships between the various racial/ethnic groups in State government can be defined more clearly. The first column shows the distribution of the entire work force in each of the four salary levels. Subsequent columns show the distribution for each of the employee groups. The graph dramatically shows the preponderance of Anglo employees at the highest salary classification. In fact, Anglos constitute over 47 percent (47.8%) of all employees in this range. (See Table 12) Yet, Anglos comprise only about 39 percent of the total State employment.

The distribution for the minority work force are closely matched up. The column depicting the distribution of Asian American employees is the exception. However, we should note that Asian Americans comprise only a very small portion of the total work force. Overall, there are only 20 Asian Americans employed in State government. As a result, their distribution with respect to other groups will be distorted.

FIGURE 1

Percent Salary Distribution of Merit System Employees By Race/Ethnicity: New Mexico State Government: 1977



Source: State of New Mexico, State Personnel Office Minority Groups Report, Computer Printout, Mar. 18, 1977.

When we compare the distribution for Indian employees with the total distribution we can readily see the differences. In general, Indians exceed the total proportion by a substantial margin in the lowest salary level. At the $500 to $699 level, they also exceed the overall distribution. At the $700 to $899 level, the proportion of Indian employees closely matches the Statewide proportion. At the highest level, we see a significant disparity with respect to the number of Indian employees at the $900 plus level. Nearly one-third of the State's work force makes $900 or more a month. In contrast, only about one-fifth of all the Indian employees are at this level.

Another way of depicting the relationships among the various groups is to determine the percentage distribution within a specific salary range. Table 13 shows the number and percentage distribution of State employees by race, ethnicity and sex in each salary level. Approximately 22.4 percent of all employees making under $450 a month are Anglo. In contrast, Hispanics comprise over 70 percent of the employees at this level. Indian employees, on the other hand, constitute only about 2.6 percent of all employees making this salary.

The table also points out some interesting patterns. For example, as the salary level increases the percentage of Anglos at each level also increases at a steady rate. The opposite pattern is true for Hispanic employees. As the salary level

Table 13

Salary Distribution of State Employees by Race/Ethnicity and Sex: New Mexico State Government: 1977
Horizontal Distribution

Monthly Salary	All Groups	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Male	Female
Hr. Emp.	251	104	119	16	5	0	7	129	115
Under $450	504	113	355	13	9	1	12	185	307
$450-499	935	200	680	28	18	1	7	370	558
$500-599	2393	586	1707	66	26	2	5	1042	1346
$600-699	1973	601	1302	48	15	1	4	1010	959
$700-799	1789	631	1072	45	34	2	5	930	854
$800-899	910	393	500	11	3	0	2	525	383
$900-999	959	449	479	23	5	1	2	570	387
Over $999	3310	1960	1277	35	21	12	5	2567	738
Total	13024	5037	7491	285	136	20	49	7328	5647

Salary Distribution of State Employees by Race/Ethnicity and Sex: New Mexico State Government (Percentage Distribution)

Monthly Salary	All Groups	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Male	Female
Hr. Emp.	100%	41.43	47.42	6.37	1.99	0.00	2.79	52.87	47.13
Under $450	100%	22.42	70.44	2.58	1.79	0.20	2.38	37.60	62.40
450-499	100%	21.39	72.73	2.99	1.93	0.11	0.75	39.87	60.13
$500-599	100%	24.49	71.33	2.76	1.09	0.08	0.21	43.63	56.37
$600-699	100%	30.46	65.99	2.43	0.76	0.05	0.20	51.30	48.70
$700-799	100%	35.27	59.92	2.52	1.90	0.11	0.28	52.13	47.87
$800-899	100%	43.19	54.95	1.21	0.33	0.00	0.22	57.82	42.18
$900-999	100%	46.82	49.95	2.40	0.52	0.10	0.21	59.56	40.44
Over $999	100%	59.21	38.58	1.06	0.63	0.36	0.15	77.67	22.33
Total	100%	38.67	57.52	2.19	1.04	0.15	0.38	56.48	43.52

SOURCE: State of New Mexico, State Personnel Office, Minority Group Report, Computer Printout, March 18, 1977.

increases, the proportion of Hispanic employees at each level steadily declines. The same pattern also holds for Indian employees. However, the percentage decline for Indian employees is not as drastic as is the case with Hispanics. There is also a slight deviation from the pattern at the $700 to $799 level where Indians make up about 2.5 percent of all employees. In general, the percentage for Anglos peaks at the $999-plus level. In contrast, the percentage peak level for Hispanics, American Indians and blacks is at the $450 to $499 level. This pattern indicates a severe disparity between Anglo and minority employees with respect to wages.

The major conclusion that can be derived from the above analysis is that while some improvements have occurred since 1974, there is still a disproportionate number of American Indian employees concentrated in the lower salary levels.

F. Salary Level by Grade Level: An Analyses

The grade level distribution is another important indicator of just how well a particular group is doing in relation to other employee groups. Table 14 describes the overall salary distribution by grade level, race, ethnicity and sex for all Merit System employees as of March 1977. The largest proportion of the State's work force is concentrated between grade levels 01 and 04. This grade spread has a monthly salary range of $443 to $835. For the most part, minority employees exceed the Statewide total. For example,

Table 14
Salary Distribution By Grade Level, Race/Ethnicity And Sex:- Merit System Employees: New Mexico State Government - 1977

Grade Level	Salary Range	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Total	Male	Female
01-04	$443-835	983	3175	129	53	5	3	4348	2024	2324
05-09	539-1066	983	2132	71	27	1	2	3216	1570	1646
10-14	688-1360	1228	1172	51	39	1	0	2491	1464	1027
15-19	877-1736	997	587	22	12	8	0	1626	1192	434
20-24	1118-2214	453	242	0	1	2	0	698	598	100
25-29	1428-2692	168	48	2	0	1	0	219	209	10
30+	1823-3750	53	4	1	0	1	0	59	50	9
	TOTAL	4865	7360	276	132	19	5	12,657	7107	5550

Percentage Distribution

Grade Level	Salary Range	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Total	Male	Female
01-04	$443-835	20.21%	43.14%	46.75%	40.15%	26.32%	60.00%	34.35%	28.49%	41.88%
05-09	539-1066	20.21%	28.97%	25.72%	20.45%	5.26%	40.00%	25.41%	22.09%	29.66%
10-14	688-1360	25.24%	15.92%	18.48%	29.55%	5.26%	0.00%	19.68%	20.60%	18.50%
15-19	877-1736	20.49%	7.98%	7.97%	9.09%	42.11%	0.00%	12.85%	16.77%	7.82%
20-24	1118-2214	9.31%	3.29%	0.00%	0.76%	10.53%	0.00%	5.51%	8.41%	1.80%
25-29	1428-2692	3.45%	0.65%	0.72%	0.00%	5.26%	0.00%	1.73%	2.94%	0.18%
30+	1823-3750	1.09%	0.05%	0.36%	0.00%	5.26%	0.00%	0.47%	0.70%	0.16%
	TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Source: New Mexico State Personnel Office, Minority Groups, State Totals, Part I, Computer Printout, Mar. 1977.

43.1 percent of all Hispanic and 40.2 percent of all black employees are in this grade spread. Nearly 47 percent (46.8%) of all Indian employees are located in this range. In contrast, only 20.2 percent of all Anglo employees are in grades 01 to 04.[30]

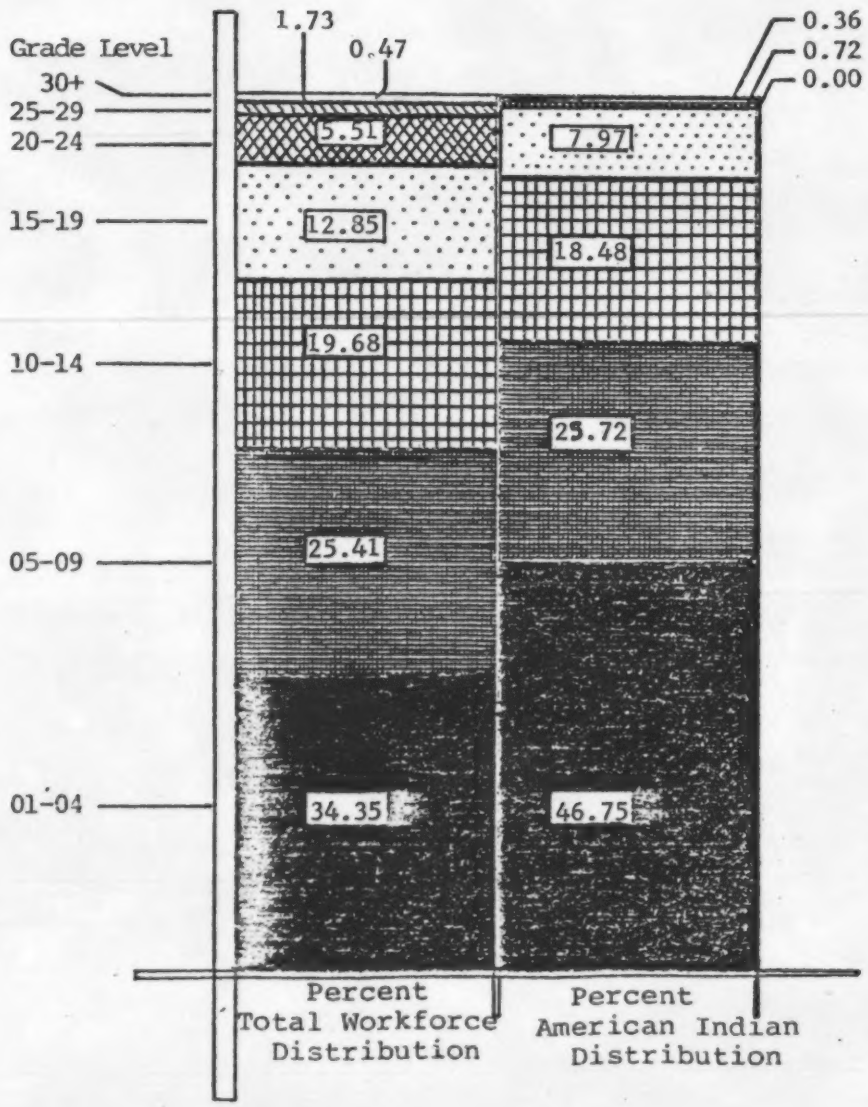
Slightly over 25 percent of all State employees are employed in grades 05-09. Again, minority employees exceed the Statewide proportion. However, there is a significant drop-off among Hispanics, American Indians and blacks from the previous level. This would appear to indicate a strong concentration of minorities at the lowest grade levels. In comparison, the number of Anglos between these two levels remained constant at 20.2 percent.

When we reach the next level (10 to 14), the number of Anglo State employees increases significantly. Slightly over 25 percent, or about one-fourth of the entire Anglo work force is located between grades 10 and 14. This grade spread has a monthly salary range of $688 to $1,360. Black employees also show an overall increase to nearly 30 percent (29.5%) up from 20.5 percent. But since we are dealing with only a very few black employees, the impact is not quite the same.

As one might expect, Anglos dominate the higher grade levels. Over 34 percent (34.3%) of all Anglo State employees are in grades 15 and above. In contrast, only 11.9 percent of all Hispanics, 9.1 percent of all Indian, and 9.9 percent of all black State employees are in grades 15 and above.

Figure 2

Salary Distribution By Grade Level -
Comparison Between Total Workforce
And Indian Workforce-New Mexico
State Government - 1977
Percentage Distribution



Source: New Mexico State Personnel Office, Minority Groups, State Totals, Part I , Computer Printout, Mar. 1977.

Figure 2 compares the total work force grade level distribution with that of Indian employees. This graph clearly shows the concentration of American Indians at the lowest grade levels and their almost total absence at the highest grade levels. Nearly three-fourths (72.3%) of all Indian State employees are concentrated between grade levels 01 and 09. In comparison, approximately 60 percent (59.8%) of the entire work force are in these grade levels. At the other end of the spectrum, nearly 21 percent (20.6%) of all State employees are at or above grade level 15. Only 9.1 percent of all Indian employees in State government are located at or above this grade.

III. Summary

Based on the data presented above, the following findings are reported:

Finding 1: Despite some progress over the past three years, Indians still constitute only about 2 percent of the Merit System work force employed by the State.

Finding 2: Indian employees continue to be concentrated in certain agencies. For example, nearly 60 percent of all Indian employees were located in three major State agencies: the Employment Security Commission (25), the Department of Health and Social Services (77), and the State Highway Department (65). Many State agencies employ no Indians at all, or at the most, only one or two "token" Indians. For example, as of March 1977, only 32 State agencies out of 79 employed any Indians. Another 35 agencies having a total employment of 934 did not employ any Indians at all; and, 22 agencies employed less than 5 Indians.

Figure 3: Few Indians are employed in State government even in areas where large Indian proportions reside. For example:

there are over 1,000 State jobs located in those counties having a significant Indian population - McKinley, Sandoval, San Juan and Valencia. Of this number, only 110 or approximately 10.4 percent were identified as American Indians. This percentage actually represented a slight decrease over the 1974 figure of 10.9 percent.

Finding 4: American Indians continue to be concentrated in job areas with low-skill requirements, low pay, and little upward mobility. Most of the jobs that Indian employees hold are in the para-professional and service-maintenance area. In fact, almost 40 percent of all Indian employees are in these two job classifications.

Finding 5: Although some improvements have occurred since 1974, there is still a disproportionate number of American Indian employees concentrated in the lower salary levels.

Finding 6: American Indians also tend to be concentrated at the lowest grade levels. For example, nearly three-fourths (72.3%) of all Indian State employees are located between grade levels 01 and 09. In comparison, about 60 percent (54.8%) of the entire State work force are in this grade range. At the other end of the spectrum, nearly 21 percent (20.6%) of all State employees are at or above grade level 15. Only 9.1 percent of all Indian employees are located at or above this grade.

FOOTNOTES

1. U.S. Commission on Civil Rights, The Southwest Indian Report, A Report of the U.S. Commission on Civil Rights, May 1973, p. 11.

2. Ibid.

3. Ibid.

4. U.S. Commission on Civil Rights, New Mexico Advisory Committee, Indian Employment in New Mexico State Government, Aug. 1975, (hereafter cited as Indian Employment in New Mexico State Government: 1975).

5. Ibid., p. 47.

6. Ibid., p. 48.

7. Ibid., p. 49.

8. Ibid., p. 54

9. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C33, New Mexico. Table 49 Ethnic Characteristics by Race, for Urban and Rural Residence: 1970.

10. U.S. Bureau of the Census, Census of Population, Subject Reports - PC(2)-1F American Indians, Table 1 Indian Population by Sex and Urban and Rural Residence: 1970.

11. John P. Temple, Associate Economist, Bureau of Business and Economic Research, New Mexico Population to 1985 and Impact on Job Outlook, The University of New Mexico, Apr. 15, 1976. Table 1, Projected Total Population by County 1975-1990 Series B, p. 21.

    Note: The population projections for the above report were based on the cohort/survival model in which 1970 population data, birth rates, mortality rates, and immigration factors are taken in consideration. Three projections are normally made estimating a low, medium and high estimate. The Series B projection is the medium or most likely projection. The Series A and C projections constitute the high and low estimates, respectively.

12. Ibid. See Appendix A. Cohort/Survival Model: Supplemental Notes and Explanations, Breakdown of "Other Category." Table A-6.

13. Minority groups is used in this report to refer to those population groups who identify themselves as black, Hispanic, Asian American, or American Indian. The category "Hispanic" while not a race identification, is included as a separate ethnic category and is not included under the "White" or "Anglo" category. Also, for the purpose of this report, an American Indian is defined as a person having origins in any of the original peoples of North America, and who maintains a cultural identification through tribal affiliation or community recognition.

    Source: Executive Office of the President, Office of Management and Budget, "Race and Ethnic Standards for Federal Statistics and Administrative Reporting," Circular No. A-46, May 12, 1977.

14. See Footnote 11.

15. Indian Employment in New Mexico State Government: 1975, p. 22.

16. Ibid.

17. These particular agencies were involved in the 1972 Commission hearings held in Albuquerque, N. Mex., and they all participated in the May 1974 open meeting which was convened by the New Mexico Advisory Committee in Santa Fe, N. Mex., as part of its follow-up to the Commission hearings.

18. Indian Employment in New Mexico State Government: 1975, p. 29.

19. Ibid.

20. Ibid., p. 22.

21. Ibid. See also, Table 7, Racial/Ethnic Distribution of State Employees by County: New Mexico, 1974, p. 23.

22. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, New Mexico PC(1)-B33 New Mexico. Table 34, Race by Sex for Counties: 1970.

23. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, New Mexico PC(1)-C33 New Mexico, Table 119 Social Characteristics for Counties: 1970.

24. Indian Employment in New Mexico State Government: 1975, p. 26.

25. Ibid.

26. New Mexico State Personnel Office, Minority Groups, State Totals, Part I, Computer Printout, Mar. 18, 1977.

27. For the purpose of this report, the following job category descriptions are used:

    a. Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for the execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis.
    b. Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
    c. Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
    d. Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.
    e. Para-professionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.
    f. Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

g. Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

h. Service-Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contributes to the upkeep and care of buildings, facilities or grounds of public property.

SOURCE: Equal Employment Opportunity Commission, EEOC Form 164, State and Local Government Information (EEO-4) (RCS: OMB No. 124-R0009) Instruction Booklet, Washington, D.C., pp. 5-6.

28. Indian Employment in New Mexico State Government: 1975, pp. 27-29.

29. Ibid., p. 30.

30. See Appendix B of this report for a more specific breakdown of State employees by grade level, salary range, race, ethnicity and sex as of Mar. 1977.

APPENDIX A

Distribution of Merit System Employees
by Race, Ethnicity, Sex and Agency - 1977

New Mexico State Government

New Mexico Merit System Employment by Race, Ethnicity and Sex[1] - 1977 (1)

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER[2]	TOTAL MINORITY	MALE	FEMALE
Commission on Aging	20	4	0	15	0	1	0	16	9	11
Alcoholic Beverage Con.	20	2	0	18	0	0	0	18	16	4
Arts Commission	7	4	0	2	0	1	0	3	3	4
Attorney General	71	39	0	30	0	2	0	32	46	25
State Auditor	31	6	0	24	0	0	1	25	23	7
Aviation Board	6	3	0	3	0	0	0	3	3	3
State Banking Dept.	21	11	0	9	0	0	1	10	15	5
Carrie Tingley Hosp.	141	92	0	49	0	0	0	49	45	96
Governor's Committee on Children & Youth	20	7	0	12	0	0	1	13	8	11
Dry Cleaning Board	2	1	0	1	0	0	0	1	1	1
Radio Communication	33	24	0	8	0	1	0	9	28	5
Construction Indust. Commission	66	41	0	25	0	0	0	25	44	22
State Corporation Commission	93	19	0	73	0	0	1	74	36	57
Department of Corrections	658	215	10	421	1	6	5	443	504	150

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER	TOTAL MINORITY	MALE	FEMALE
Board of Cosmetology	5	1	0	4	0	0	0	4	2	3
Criminal Justice Plan.	53	20	3	25	0	4	1	33	26	26
Public Defender Dept.	63	41	3	19	0	0	0	22	31	32
Dept. of Development	74	38	0	32	0	2	2	36	33	39
Education Dept.	213	98	1	104	0	10	0	115	90	123
Board of Education Finance	12	9	0	2	0	0	1	3	6	6
Educational Retire. Bd.	18	2	0	16	0	0	0	16	5	13
Public Employees Retirement Board	40	5	0	35	0	0	0	35	26	14
Employment Sec. Comm.	749	262	12	450	0	25	0	487	371	378
Employment & Training Admin.	46	6	1	37	0	2	0	40	23	23
Energy Conservation Admin.	40	19	0	20	0	1	0	21	18	22
Engineer & Interstate Stream.	124	85	0	36	0	3	0	39	86	38
Prof. Engineers & Land Surv.	4	2	0	2	0	0	0	2	0	4
State Fair Comm.	43	20	1	21	0	1	0	23	38	5

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER	TOTAL MINORITY	MALE	FEMALE
Department of Finance & Admin.	384	112	1	266	2	2	1	272	224	160
State Forestry	38	17	0	21	0	0	0	21	32	6
Game & Fish	218	141	1	71	0	5	0	77	176	42
State Geologist	9	6	0	3	0	0	0	3	5	4
Health & Social Services	2402	1162	47	1095	6	77	15	1240	764	1623
State Highway Dept.	2709	990	17	1631	4	65	2	1719	2423	284
Department of Hospitals & Inst.	2039	511	10	1494	5	13	6	1528	839	1195
Human Resources	15	4	0	10	0	0	1	11	9	5
Human Rights Comm.	10	4	0	6	0	0	0	6	3	7
Commission on Indian Affairs	6	1	0	1	0	4	0	5	4	2
InterTribal Indian Services	4	2	0	0	0	2	0	2	1	3
Inspector of Mines	15	4	0	11	0	0	0	11	11	4
Intern. Space Hall of Fame	10	6	1	2	0	1	0	4	8	2
State Invest. Council.	5	1	0	4	0	0	0	4	1	4

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER	TOTAL MINORITY	MALE	FEMALE
Labor & Industrial Commission	23	7	0	16	0	0	0	16	11	12
State Land Office	104	16	0	87	1	0	0	88	64	40
Law Enforcement Acad.	14	6	0	8	0	0	0	8	11	3
State Library	74	36	0	36	0	2	0	38	26	48
Old Lincoln County Mem.	12	4	0	8	0	0	0	8	3	9
Liq. Petroleum Comm.	8	5	0	3	0	0	0	3	5	3
Livestock Board	101	84	0	17	0	0	0	17	87	14
State Manpower Serv.	4	1	0	3	0	0	0	3	3	1
New Mexico Board of Med. Exam.	3	1	0	1	0	1	0	2	0	3
Miners Hospital	54	21	0	33	0	0	0	33	12	42
Mobile Housing Commission	14	6	0	8	0	0	0	8	3	14
Motor Trans. Dept.	211	53	2	151	0	4	1	158	168	42
Motor Vehicle Dept.	321	59	6	241	0	13	2	262	104	215
Museum of New Mexico	170	102	0	55	0	13	0	68	106	64

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER	TOTAL MINORITY	MALE	FEMALE
Department of Military Affairs	8	4	0	4	0	0	0	4	5	3
Natural Resource Conser	5	3	0	2	0	0	0	2	3	2
Board of Nursing.	6	3	0	3	0	0	0	3	0	6
Oil Conservation Commission	49	32	0	17	0	0	0	17	24	25
Oil & Gas Account. Comm.	20	4	0	16	0	0	0	16	10	10
Parks & Recreation Commission	130	49	1	76	0	3	1	81	108	22
Parole Board	7	3	0	3	0	0	1	4	4	2
PERA - Social Security	5	2	0	3	0	0	0	3	1	4
State Personnel Board	75	22	1	50	0	2	0	53	25	50
Board of Pharmacy	9	7	0	2	0	0	0	2	4	5
State Planning Office	54	31	0	21	0	2	0	23	27	27
Public Service Comm.	24	13	0	11	0	0	0	11	14	10
Public Records	28	14	0	14	0	0	0	14	17	11
State Purchasing Agent	18	3	0	15	0	0	0	15	7	11

AGENCY	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMER.	AMER. INDIAN	OTHER	TOTAL MINORITY	MALE	FEMALE
Property Appraisal Department	53	15	1	33	0	0	4	38	31	18
Racing Commission	5	2	0	3	0	0	0	3	3	2
Real Estate Comm.	8	3	0	5	0	0	0	5	3	5
Bureau of Revenue	355	94	4	243	0	8	6	261	173	176
Secretary of State	20	7	0	11	0	0	2	13	3	15
State Treasurer	16	7	0	9	0	0	0	9	5	11
Veteran Service Comm.	23	5	0	17	0	1	0	18	17	6
Vocational Rehab.	455	274	12	157	1	8	3	181	190	262
Commission on Status of Women	6	3	1	2	0	0	0	3	1	5
TOTALS	13,029	5,038	136	7,492	20	285	58	7,991	7,314	5,666

SOURCES: 1. State Personnel Office, Minority Groups Report, Computer Printout, dated March 1977.
2. "Other Minority" is not completely broken down by a Male and Female basis.

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APPENDIX B

Distribution of Merit System Employees
By Race, Ethnicity, Sex, Grade and
Salary Level as of March 1977-

New Mexico State Government

Table 1

Salary Ranges: New Mexico State Government
Male Employees - 1977

Salary Range	Anglo	Mexican American	Indian	Black	Asian American	Un-Specified	Total Male
01 $ 443-$ 721	125	477	23	9	0	0	634
02 $ 465-$ 757	111	487	24	5	1	0	628
03 $ 488-$ 795	62	174	8	0	0	0	244
04 $ 512-$ 835	106	391	18	3	0	0	518
05 $ 539-$ 877	47	164	4	3	0	0	218
06 $ 565-$ 920	50	149	7	3	0	0	209
07 $ 593-$ 967	95	214	5	1	0	0	315
08 $ 623-$1015	128	296	10	4	0	0	438
09 $ 654-$1066	135	242	13	0	0	0	390
10 $ 688-$1118	106	200	10	4	0	0	320
11 $ 721-$1174	90	118	4	2	0	0	214
12 $ 757-$1234	142	157	10	3	0	0	312
13 $ 795-$1296	138	102	1	2	0	0	243
14 $ 835-$1360	177	188	6	4	0	0	375
15 $ 877-$1428	86	84	0	0	0	0	170
16 $ 920-$1499	175	82	4	1	0	0	262
17 $ 967-$1574	121	107	4	1	2	0	235
18 $1015-$1653	149	112	1	3	0	0	265
19 $1066-$1736	152	98	4	2	4	0	260
20 $1118-$1823	112	87	0	0	0	0	199
21 $1174-$1913	51	12	0	0	1	0	64
22 $1234-$2010	69	48	0	1	1	0	119
23 $1296-$2109	45	31	0	0	0	0	76
24 $1360-$2214	90	50	0	0	0	0	140
25 $1428-$2326	8	9	1	0	0	0	18
26 $1499-$2442	36	22	0	0	0	0	58
27 $1574-$2565	42	5	0	0	0	0	47
28 $1653-$2692	30	5	1	0	0	0	36
29 $1736-$2692	44	6	0	0	0	0	50
30 $1823-$2692	1	0	0	0	0	0	1
31 $1913-$2692	16	3	0	0	0	0	19
77 $1667-$3750	28	1	1	0	0	0	30
Total	2767	4121	159	51	9	0	7107

SOURCE: New Mexico State Personnel Office, Minority Groups, State Totals, Part I, Computer Printout, Mar. 18, 1977.

Table 2

Salary Ranges: New Mexico State Government
Female Employees - 1977

Salary Range	Anglo	Mexican American	Indian	Black	Asian American	Un-specified	Total Female
01 $ 443-$ 721	170	610	28	23	2	1	834
02 $ 465-$ 757	178	556	8	4	0	1	747
03 $ 488-$ 795	119	258	12	4	0	0	393
04 $ 512-$ 835	112	222	8	5	2	1	350
05 $ 539-$ 877	29	68	2	2	0	0	101
06 $ 565-$ 920	164	369	16	5	0	0	554
07 $ 593-$ 967	88	152	11	3	0	0	254
08 $ 623-$1015	154	278	1	1	1	2	437
09 $ 654-$1066	93	200	2	5	0	0	300
10 $ 688-$1118	227	241	9	13	1	0	491
11 $ 721-$1174	44	17	1	1	0	0	63
12 $ 757-$1234	98	87	2	7	0	0	194
13 $ 795-$1296	98	17	2	1	0	0	118
14 $ 835-$1360	108	45	6	2	0	0	161
15 $ 877-$1428	55	29	3	1	1	0	89
16 $ 920-$1499	99	44	1	0	0	0	144
17 $ 967-$1574	25	8	1	2	1	0	37
18 $1015-$1653	76	14	1	1	0	0	92
19 $1066-$1736	59	9	3	1	0	0	72
20 $1118-$1823	42	10	0	0	0	0	52
21 $1174-$1913	11	1	0	0	0	0	12
22 $1234-$2010	21	1	0	0	0	0	22
23 $1296-$2109	4	0	0	0	0	0	4
24 $1360-$2214	8	2	0	0	0	0	10
25 $1428-$2326	1	0	0	0	0	0	1
26 $1499-$2442	0	0	0	0	0	0	0
27 $1574-$2565	2	0	0	0	1	0	3
28 $1653-$2692	0	1	0	0	0	0	1
29 $1736-$2692	5	0	0	0	0	0	5
30 $1823-$2692	0	0	0	0	0	0	0
31 $1913-$2692	0	0	0	0	0	0	0
77 $1667-$3750	8	0	0	0	1	0	9
Total	2098	3239	117	81	10	5	5550

SOURCE: New Mexico State Personnel Office, Minority Groups, State Totals, Part I, Computer Printout, Mar. 18, 1977.